

Title	Workplace Adjustment Issues for Voluntary Expatriates from a Developing Country-An Exploratory Study on Malaysian Chinese in Japan-
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<p align="center">Workplace Adjustment Issues for Voluntary Expatriates from a Developing Country: An Exploratory Study on Malaysian Chinese in Japan</p>					
(内容の要旨)					
<p>Human capital is increasingly flows across national borders. This research captures the trend of the prevalent mobility of the world workforce by looking beyond the expatriates in the conventional sense. Expatriates who are working in host country on their own initiative were studied, termed as “voluntary expatriate” (V-E) throughout this thesis, differentiate from the “dispatched expatriate” (D-E) that are dispatched by the company to work in the host country. Towards filling the gap of the existing research that focusing on expatriates from developed world, namely United States of America, Japan and other European countries, this research place Malaysian Chinese expatriates to Japan as the research subject. The multi-cultural and multi-lingual background of Malaysian Chinese, contrasting to the Japanese comparatively homogenous society adds to the richness of the data.</p> <p>Upon the objective to present an overall picture on the adjustment issue for V-E, the research question lies on what are the problems faced by the V-E in the workplace, the approaches taken by the expatriates to solve their problems and the determinants contributing to smooth adjustment.</p> <p>Considering the combination of the above aspects that seldom, if ever been researched on, this study serves as an exploratory study with the goal: Academically, filling the gap of the existing research, yet the significance of the issue should not be overlooked, together with presenting a framework that links the three research questions, based on the data. Practically, providing the V-E an insight on the approaches taken to solve the workplace problems and motivating them to strive in the foreign land.</p> <p>Initially, towards grasping the issue of this research, exploratory interviews were conducted with Japanese who have been working in Malaysia and Malaysian who are working in Japan, together with background information on foreign workers in Japan from various governmental and non-governmental institutions. Subsequently, interviews were conducted with 20 Malaysian V-E to Japan, with a collection of 35 incidents, along with follow-up fieldwork endeavor. The unit of analysis rests on the incident and level of analysis on individual. Qualitative data were chosen over quantitative data to preserve the richness of the information, especially in view that this study is the first of its kind in the field.</p> <p>Even though the research is exploratory, some definite patterns did emerge. The research findings were discussed together with Hirschman’s famous exit-voice model. Nevertheless, both exit and voice approaches were seldom applied by the V-E, instead, an approach not suggested by exit-voice model was widely adopted, which I termed as “positive thinking”. This approach is most widely applied and effective in assisting the V-E overcoming the problems faced at the workplace. Various factors contributing to well adjustment were generalized, after a careful analysis of personal and company background as well as approaches taken while facing problems. It is concluded that a clear and feasible personal goal, together with “positive thinking” approach contributing to well adjustment of the V-E.</p>					